Jayoti vidyapeeth women's university

Jaipur, Rajasthan

Synopsis

On

"**Employees Need to cut Stress and to create Stress-Free Work Culture in an Organization for Reducing Disputes**"

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Introduction

The aim of this study was to assess the need of stress-free work life for reducing conflicts which occurs in an organization. In very organization the main cause of low productivity is stress at workplace. Now a day's employees need a stress-free environment to work in an organization so that it will result in high productivity. This study is focused to explore the major factors which are use full for stress-free work life. This study focusses on the types of disputes/conflicts which take place from stress and how we can overcome from such stressful work life to stress free work life. This study also shows the comparison between stressful work life and stress-free work life and their impact on human body as well as on their professions.

The need of this study is the stress level of employee's which increases and effecting on productivity in the organization. Due which some conflicts are also occurs and impacting on employee's nature and behavior.

According to American Institute of Stress,

> stress is, "a condition or feeling experienced when a person perceives that demands exceed the personal and social resources the individual is able to mobilize."

Stress Statistics

Statistic Verification
Source: American Psychological Association, American Institute of Stress

Top Causes of Stress		
	Cause	**Factors**
1	Job Pressure	Co-Worker Tension, Bosses, Work Overload
2	Money	Loss of Job, Reduced Retirement, Medical Expenses
3	Health	Health Crisis, Terminal or Chronic Illness
4	Relationships	Divorce, Death of Spouse, Arguments with Friends, Loneliness
5	Poor Nutrition	Inadequate Nutrition, Caffeine, Processed Foods, Refined Sugars
6	Media Overload	Television, Radio, Internet, E-Mail, Social Networking
7	Sleep Deprivation	Inability to release adrenaline and other stress hormones

Stress Statistics	**Data**
Percent of people who regularly experience physical symptoms caused by stress	77 %
Regularly experience psychological symptoms caused by stress	73 %
Feel they are living with extreme stress	33 %
Feel their stress has increased over the past five years	48 %
Cited money and work as the leading cause of their stress	76 %
Reported lying awake at night due to stress	48 %
Stress Impact Statistics	
Percent who say stress has a negative impact on their personal and professional life	48 %

Employed adults who say they have difficulty managing work and family responsibilities.	31 %
Percent who cited jobs interfering with their family or personal time as a significant source of stress.	35 %
Percent who said stress has caused them to fight with people close to them	54 %
Reported being alienated from a friend or family member because of stress	26 %
Annual costs to employers in stress related health care and missed work.	$300 Billion
Percent who say they are “always” or “often” under stress at work	30 %
People who illustrate the physical symptoms experienced the following	
Fatigue	51 %
Headache	44 %
Upset stomach	34 %
Muscle tension	30 %
Change in appetite	23 %
Teeth grinding	17 %
Change in sex drive	15 %
Feeling dizzy	13 %
People who illustrate the psychological symptoms experienced the following	
Irritability or anger	50 %
Feeling nervous	45 %
Lack of energy	45 %
Feeling as though you could cry	35 %

This whole analysis shows the cause of stress of an individual and what are the different symptoms they are facing during stressful work life which also affected their personal life. The whole statistic shows that more than 77% of individuals are experiencing the stressful life which increases the figures of mental health as well as physical health patients.

According to the study the psychological symptoms has taken serious stage where almost 50% of the people are facing irritability or anger which results on the negativity power.

“Anger is an acid that can do more harm to the vessel in which it is stored than to anything on which it is poured.”
— Mark Twain

Scope of the study

The above analysis is based on stress work life and its impact on an individual's life but my whole research is based on collecting and comparing data with a stress-free work life of employees in organization. And how a stress-free employee increases the productivity of the organization and reduces the conflicts also.

Sources of analyzing stress free work life is form a small enterprise which deals in all financial instruments of India. Total 100 employees of this enterprise, are participating in this survey. the whole data is relating to the organization. The whole data is collected directly by the researcher. The data have not been collected before that's why it called primary data collection. The instrument used for collecting data is Mail survey (MS) Questionnaires.

In this study the sampling is based on probability sampling method in which the whole survey is based on systematic random sampling. Where we select only first sampling and the rest were selected automatically according to the pre-determined pattern.

In the financial enterprise there are approximate 200 employees are working in which all worker and first line mangers are include. but in my survey, I had selected random samples of employee's for answering my questions these are top level managers, middle level managers and first line managers.

Geographical area to be covered – Jaipur small enterprises dealing in financials instruments like: - mutual funds, health polies, general polices etc.

Reference period: - approximately 2 year for collection of data and analyzing

Types of respondents to be study: - first line managers, middle managers and top managers

Number of issues: - Randomly selected related to stress and stress-free work life

Objectives of the research. Formulating the research aim and objectives.

RESEARCH QUESTIONS (questionnaire – total questions are 51 approximately)

What did your organization do to reduce the disputes?

How your organization is developing or creating stress free environment?

Are your organization needs to resolve disputes every time?

Is work culture is supportive in your organization?

Did you ever heard about the phrase 'eat your feelings'? what did you think it is a real phenomenon for stress?

RESEARCH AIM

Evaluating the impact of stress-free work life in an organization.

Assessing the level of stress and stress- free work life in an organization.

Analyzing the effects of stress on work life of an individual.

RESEARCH OBJECTIVES-1

To evaluate the stress-free environment in the organization.

To explore the underlying factors that caused stress in an organization.

To assess the current demand of stress-free work life in an organization.

RESEARCH OBJECTIVE – 2

To asses the effects of stress-free work life in an organization.

To identify the factors that cause stress in an organization.

To identify the factor that impacting more on the productivity of the organization.

RESEARCH OBJECTIVE-3

To propose the recommendation to the senior management for recovering their productivity and reducing conflicts in the organization.

To formulate the recommendation for the employees of organization so that employees get motivated and for better relationship

To forecast the implication of the stress-free work life culture in every scale of organization.

Hypothesis of Research

The whole data is collected randomly which is called systematic random sampling. The hypothesis testing on the data either based on t-test or z-test on one sampling. This shows the anticipated outcomes or possibilities of answer to the research from sampling data. Hypothesis should clear the concepts that from where we had collected the data and how much we get responses on our questions. It must be very simple to understand.

Hypothesis is an idea that is suggested as the possible explanation for the something but has not yet been found to be true or correct. It is a scientific method which is applicable before any research done. The plural form of hypothesis is hypotheses.

Hypothesis testing

The whole research is based on one sample data collection thus there is a possibility of testing in two forms i.e.; t-test and z-test but in this sampling commonly the population standard deviation is unknown that's why we are taking t-test for hypothesis testing. We use t-distribution because the unknown population standard deviation is now a value we must estimates.

1- Calculate mean and find null or alternative hypothesis
   H_0; $\mu=100$
   H_1; $\mu\neq100$
2- Alpha
   $\alpha = 0.05$
3- Calculate the degree of freedom
   n-1= total number of responses (participants)
4- State the decision rule

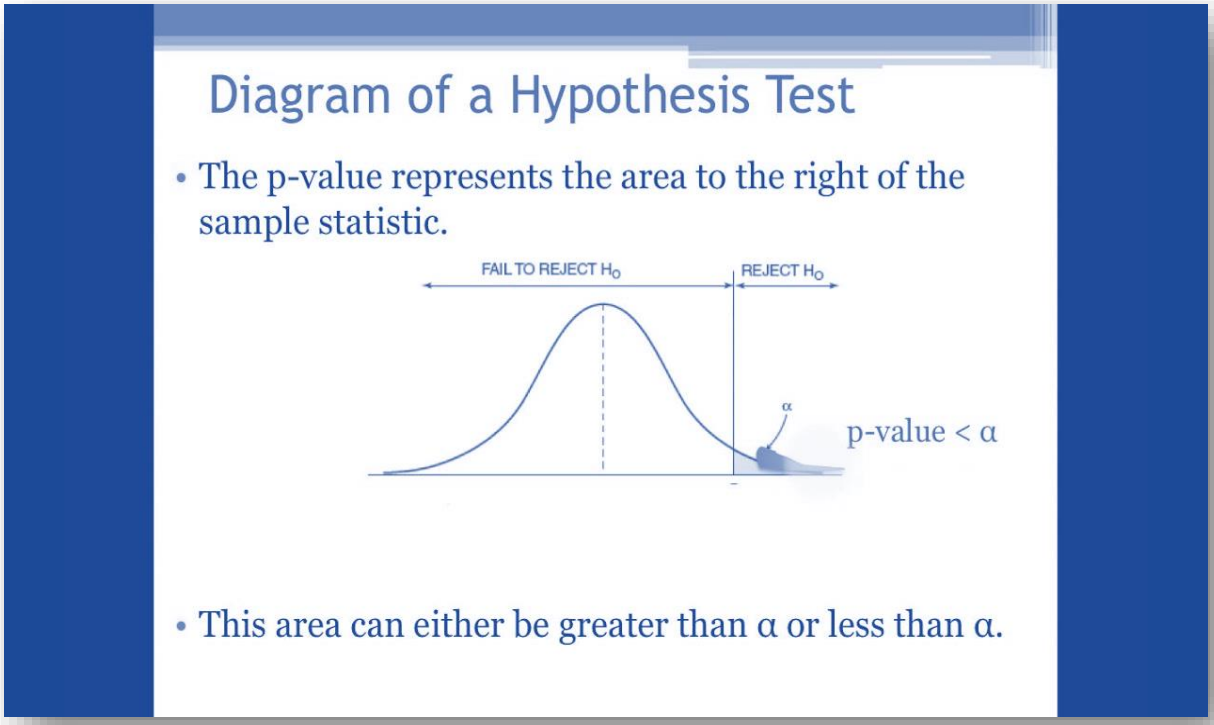


Diagram of a Hypothesis Test
• The p-value represents the area to the right of the sample statistic.
FAIL TO REJECT H_0
REJECT H_0
α
p-value < α
• This area can either be greater than α or less than α.

If the result or value of t is less than the negative value of α=0.05 @degreeof freedom or greater than the positive value of α=0.05 @d.o. f, then the result will be rejected as null hypothesis.

5- Calculate test statistic

$$t = \frac{\bar{x} - \mu}{s \,/\, \sqrt{n}}$$

$$\bar{x} = mean\ value\ of\ full\ data\ collected$$
$$\mu = total\ data\ collected\ from\ respondend$$
$$s = standard\ deviation\ of\ sampling\ data$$
$$n = total\ of\ participants$$

6- State results

Decision rule: if t is less than t-tabulation value or greater then t – tabulation value then we reject the null hypothesis.

Result = H_0

7- State conclusion

Stress-free work culture life will affect the environment of the organization by reducing stress and conflicts. Thus, the whole testing is depended open one or more nature or object of research enquiry.

The significance of the study

This step shows the value the research which helps in finding the policies and how to formulate these. Frame a proper plan: understanding the primary objectives of why the research is being conducted, working on the time frames and deadlines for the entire process.

Why: -

Covid era is curse for every one in all over the world which was also brings so much negativity in every one's life. The main reason behind conducting this research is motivating employees/individuals who are facing stressful work life which brings lots of problems in an individual either at office or home. everyone is living in stressful life during this Covid era. So, my study will help in finding out different ways that people adopted to feel stress-free while they are working or not and how they can handle disputes in organisation. This whole study is based on stress-free life adopted by individuals.

Time frame: -

For collecting data, it will take time and after that analysing the data as per the sampling and hypothesis testing the whole conclusion will be frame as per the guidance. Near about it will take 1 year for whole process of collecting, analysing, and resulting.

Deadlines are decided by the university through which the survey will submit.

This study's findings will redound to society's benefit, considering that stress free environment plays a vital role in reducing disputes and misconceptions. The greater demand for employees with a stress-free work life background justifies the need for more effective, life-changing organizational approaches. Thus, organizations that apply the recommended approach derived from the results of this study will train employees better. Administrators will be guided on what should be emphasized by top managers in the organization curriculum to improve employees' performance at different organizational levels. For the researcher (or researchers, if it is a group study), the investigation will uncover critical areas in the organizational process that many researchers could not explore. Thus, a new theory on learning 'stress free work life' may be arrived at.

Geographical area to be covered

The territory area to be covered by the study: - Jayoti Nagar, Vidhansabha road Jaipur, Rajasthan.

Purpose of choosing this organization: - reason behind choosing this organization is that it is a small enterprise which had managed themselves in covid crisis also, which become a big example for the large industries because in covid crisis most of the industries had adopted hire and fire theory whereas this small enterprise has adopted only hired theory which **makes one's mark** of best small enterprise good and example of positivity in covid era.

Recourse's availability: - in this small enterprise near about 50 employees are working recently and 100 employees are worked under their partnership firm. Thus, there is a limited manpower is available, on the basis of this manpower the whole survey will be conducted. All these employees are the main source of my study. With help of their responses my study data will collected. For collecting data from respondents, it will take near about 1-2 months' time.

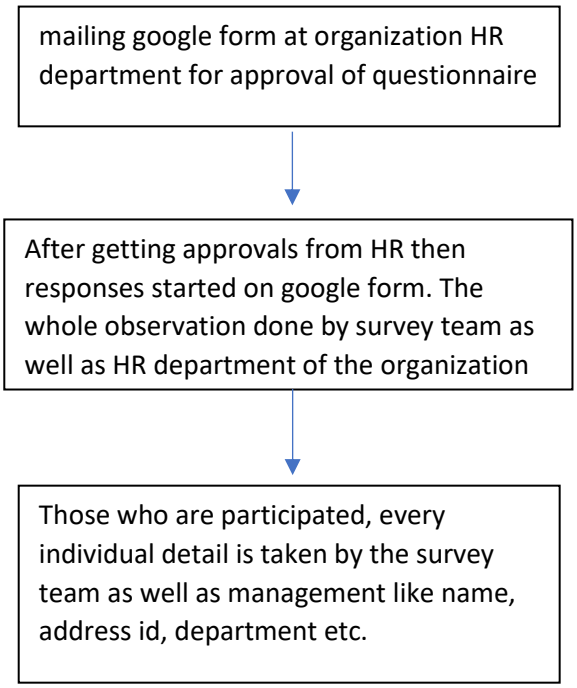
Reference period

This period may be 1 year or more. It's all depending upon the stress-free level of employees in work life and the availability of the data.

Methodology

The method we are adopting for data collection are based on

Online Survey: - the whole survey is done through the google form which contains 51 questions and 3 to 5 options for answering that questions from which an individual has to answer by selecting single option according to their point of view which he/she think is correct or relevant to their personality or organization or work culture or colleagues.


mailing google form at organization HR department for approval of questionnaire
After getting approvals from HR then responses started on google form. The whole observation done by survey team as well as HR department of the organization
Those who are participated, every individual detail is taken by the survey team as well as management like name, address id, department etc.

Sampling plan

This plan helps in providing an outline on the basis of which research is conducted. It tells which category is to be surveyed, what should be the sample size and how the respondents should be chosen out of the population.

Category to be surveyed

In this survey, every level of employees can take participation in this study from all departments of the organization either it is men, women or others. Every one can be the part of this survey but there is one condition, that is the participant must be the employee of the specified company where the whole survey is conducted.

Sample size should be approximately 100 or 120 employees, will participate in this survey.

Respondents are free to answer as per their point of view as there is no specific selection process for selecting respondents from organization.

This whole sampling plan is based on the probability sampling. All the members have an equal opportunity to be a part of the sample with this selection parameter.

Tools for collecting data

In this study the tool to be used for collecting data is questioner which is made upon google from where 3 to5 options are given as per the questions and employee have to select the one option as per his/her point of view. The whole process of collecting data is based on online survey.

For accurate analysis and measuring the data GoSpot check/ quick mobile CRM are a software data collecting tool where you can compare the data which was collected and can analysis this whole study deeply.

Analysis plan

For testing hypothesis, I am using t-test technique where the survey is based on one sample data. For drawing interfaces Repsly Mobile CRM helps in Real-time communication, location tracking, mileage tracking. Comprehensive scheduling features. Automatically turns your field data into beautiful reports.

Chapter scheme (chapterisation)

It is based in findings of the study that after research what was the result comes after survey. It should be clear to the reader whether the study was a case study, a correlational study, or an experiment. The study addressed the relationship between stressed and stress-free behaviour, the description of the findings could involve a description of how stress free was measured in the study. Thus, this study is based on correlational study.

Time management

Total time period for completing this survey is 1 -2 year as it is a deep analysis study on stress free work environment.

Conclusion

With the help of findings and results will clearly shows the stress level of employees as well as how they will overcome from this stress. The study will show the stress-free environment in an organization which helps in reducing the disputes and maintaining the healthy environment. basically, the findings of the study are based on employee's perception related to the work life and helps in finding that employees want to maintain the social network and they are increasing the networking with the use of technology. The respondents were able to identify some strategies to cope with stress such as meditation, enough sleeping, going out with the friends and counselling. Findings will show the necessary and suggestions to the young people that make objective planned systematically, use technology within limit and share your emotions with your loved ones. From the findings we will get the stress-free level of employees which helps in creating stress free work culture in an organization for reducing disputes.

References (review of pervious studies)

Below all are the topics on which previous studies are done related to stress- and stress-free work culture. The dissertation includes more research paper reviews also.

- the cost of violence/stress at work and the benefits of a violence/stress-free working environment

- Culture and Stress: A Quantitative Analysis1

-Work Group Culture, Stress, and Hostility *Correlations with Organizational Outcomes*

-Stress-free configurations induced by a family of locally incompatible growth functions

-Stress and Organizational Culture

-Working in the Social Services: Job Satisfaction, Stress and Violence

-Conflict stress and reduced well-being at work: The buffering effect of third-party help

-What goes around comes around: the impact of personal conflict style on work conflict and stress

-Healthy Mind; Healthy Organization— A Proactive Approach to Occupational Stress

-Work, culture, and sociality in the Indian it industry: a sociological study

- Can Teacher Leadership Reduce Principal Stress?

-Work-related Stress and Burnout Factors of Principals in Regional Greece: A Historical Perspective

-The impact of a project organisational culture and team rewarding on project performance

-The relative impact of work-related stress, life stress and driving environment stress on driving outcomes

-Relationships Between Work Life Quality of Teachers with Work Commitment, Stress and Satisfaction: A Study In Kuching, Sarawak, Malaysia

-Impact of Stress on Employees Job Performance: A Study on Banking Sector of Pakistan

-Impact of stress in work life balance among working people

-The moderating roles of job control and work-life balance practices on employee stress in the hotel and catering industry.